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# The AMERICAN TEACHER

DEMOCRACY IN EDUCATION . . . EDUCATION FOR DEMOCRACY

Vol. 4—No. 5



CHICAGO 4, ILLINOIS

MAY, 1958

## Convention in Milwaukee

### Delegates To Chart AFT Future

MILWAUKEE, Wis. — The 42nd annual convention of the American Federation of Teachers will be held Monday, Aug. 25, to Friday, Aug. 29, in this home town of the World's Champion Braves, the Milwaukee Teachers Union, Local 252, and Hildergarde.



Mr. Fitzpatrick

Headquarters will be in the Schroeder hotel, the city's largest and most modern. President Carl J. Megel urged all state and local Federations to send delegates since this is an election year, and to assist in the resolving of the important issues and proposals to come before the sessions.

The Executive Council will meet in pre-convention session from 3:30 p.m. Friday through

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Miss Marceta Hine and Mrs. Jessie Baxter read of state tenure commission's order that Miss Hine, AFT member, be reinstated as home economics teacher in Hazel Park. Mrs. Baxter is president of the Michigan State Federation of Teachers which supported Miss Hine with its defense fund. (Detroit Free Press Photo)

### Eighty-Seven In AFT Tour To Hawaii

CHICAGO, Ill. — Seventy-eight member teachers have enrolled in the American Federation of Teachers sponsored study-tour to this summer's session of the University of Hawaii; nearly all for credits and a very few as auditors.

Non-enrollee members of teachers' families and tour leaders going along indicated a party of 87 at press time. Enrollments closed Feb. 15, and since that time participants have been getting ready for a never-to-be-forgotten summer.

The course in which the AFT members are pre-enrolled is Sociology S. 292, Hawaii and

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Dr. Yamamura

## Michigan Tenure Strengthened

### AFT-Member Oswego Mayor Wins Job and Elected Board

OSWEGO, N. Y. — A school teacher can be a mayor and teach school too, in New York state.

This was the ruling of State Supreme Court Justice Eugene F. Sullivan of Fulton, in the appeal from a school board action by Mayor Vincent A. Corsall of this city.



Mr. Corsall

Corsall, a physics teacher and president of the Oswego Federation of Teachers, Local 1206, was suspended from his teaching job by the board on claim that the duties of mayor and teaching were incompatible. (American Teacher, March, 1958.)

#### Tinged With Politics

The firing was tinged with politics, since board members were Corsall's opponents in the November election, and Corsall ran on a platform calling for an elected board rather than an

appointed one as then.

Corsall and the townspeople forced the board to call a referendum which was held last month, resulting in a 4 to 1

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### New Van Dyke Pay Schedule Near Top Won by AFT Local

Other Raises, Page 7

VAN DYKE, Mich. — Teachers of this Detroit suburban city under the leadership of the Van Dyke Federation of Teachers, Local 892, of which Harold F.

Neher is president, will move into this fall's semester with one of the country's highest salary schedules.

The new lanes, agreed upon by Local 892 and the board of education will for Bachelors start at \$4,700 and reach \$7,100 in ten annual steps, and for Masters, begin at \$4,900 and go to \$7,400 in the same length of time.

Differentials between the BA and the MA after the first year will be \$300 and the annual increments \$250. The current schedule is \$4,400 to \$6,400 for



Mr. Neher

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### Every Local Urged to Send Leaders to One AFT 'Shop

CHICAGO, Ill. — Inspiring and highly instructive, week-long union teachers' leadership training conferences officially called AFT summer workshops will be held again this year at Pennsylvania State University, the University of Wisconsin and the University of California, Berkeley.

President Carl J. Megel urged all Locals and State Federations to send representatives to participate in the sessions which have been programmed for the dissemination of organizational know-how and philosophy.

Earliest of the 'shops is the one at Penn State, College Station, which is to convene Friday

evening, June 27, as part of a week-end Public Employees Institute. After the final meeting of the joint group on Monday following, the teachers will continue in session until July 2.

The Labor Education Service of the university will join with the AFT in sponsoring the program to be offered.

The Madison workshop will be

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### New Ruling on Income Tax Deduction for Summer Study

Story, Page 8

### Commission Orders Teacher Reinstated

DETROIT, Mich. — Michigan's tenure laws were viewed as having been strengthened greatly when the state's tenure commission ordered Miss Marceta Hine, 53, veteran suburban Hazel Park teacher, reinstated in her job and paid an estimated \$7,000 in lost salary.

The order and findings in the case were released by Juste A. Rosati, chairman of the commission which ruled that the teacher's suspension by the Hazel Park school board on a charge of insubordination was "erroneous, unwarranted and illegal."

#### Supported by MSFT

Miss Hine, a member of Hazel Park Federation of Teachers, Local 835, was dropped from her teaching job Jan. 3, 1957, after refusing a board order to submit to an examination by a board-selected psychiatrist.

She was immediately supported by the Michigan State Federation of Teachers and AFT

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## Michigan Tenure

From Page 1

Locals, in a fight for reinstatement wherein the board's action has been challenged as a "vicious, personal attack," on her.

### Commission's Ruling

Following court skirmishes and examination of Miss Hine by several disinterested psychiatrists who found her in excellent physical and mental health, the case was taken to the tenure commission. The commission's finding and order as reported in part by the Detroit Free Press follow:

"... That the appellant (Miss Hine) under the facts and circumstances of this case is not guilty of insubordination and that factually and legally the appellees (the school board) were not justified in discharging her.

"That the charge of insubordination not only in refusing to take the medical examination but also for initiating a court action against the school board is not reasonable and just as contemplated by the tenure act.

"There is nothing wilful about her refusal to go to a psychiatrist as designated by the school board.

"There is nothing in the law requiring a school teacher to submit to a psychiatric examination and in view of this, this commission rules that the rule of the school board requiring such physical examination is illegal and void.

"And further the appellant showed good faith in going to several psychiatrists for examinations, which negatives any possible feelings that she was willfully insubordinate.

"... This commission hereby orders that the decision of the school board is set aside and held for naught, and further orders the school board forthwith to pay appellant's salary which she lost by reason of the unwarranted and illegal suspension."

### Benefit Other Teachers

Mrs. Jessie Baxter of Lincoln Park, president of the Michigan State Federation of Teachers, declared the commission's decision not only vindicated Miss Hine, "but constitutes a victory for every teacher under tenure in the state."

Meanwhile, the school board voted four to three adopting a recommendation of John Katsoulis, die-hard board attorney, to appeal to the supreme court which, Miss Hine's backers pointed out, has in the past usually upheld the commission's rulings.

## Oswego Mayor

From Page 1

victory for a proposition that henceforth Oswego board members be elected by the voters.

At press time, it looked like a clean sweep for Corsall. After Justice Sullivan's decision, the board first refused to reinstate Corsall as a teacher, and ordered him from the classroom.

### Voters Storm Board

It served notice of appeal to the State Appellate court, but following the overwhelming vote for the elected board, townspeople stormed a board meeting

and demanded "an end to the nonsense." The board abandoned the appeal.

The election to name a complete new board was scheduled for May 6. Corsall told the American Teacher that it appears that main issues in the controversy have been settled.

Judge Sullivan ruled that the duties of a mayor and those of a teacher in the city's public school system are "quite independent of each other" and "do not conflict."

### Stopped Student Strike

Corsall received the news of the court decision while attending a testimonial dinner held in his honor in Syracuse. His conduct in the case throughout was exemplified by a statement he made to his students who threatened to go on strike when he was "fired" as a teacher:

"Don't do anything foolish. There are legal ways of taking care of these things. My main concern is of your education. That should be yours, too. We will take care of these things by due process of law."

Corsall was backed in his court fight for reinstatement by the Empire State Federation of Teachers, including from its defense fund.

## Van Dyke Pay

From Page 1

Bachelors and \$4,600 to \$6,600 for Masters.

The increase was won mostly by the salary committee of Local 892 comprised of Ed Erskine, chairman; Mrs. Minnie White and Wallace Houg, with non-union teacher representatives sitting in on a "yes" basis.

(The board of which Neher is a member also set up a written policy covering sick, maternity, study and travel, military and foreign exchange leaves requested by the Local, to take the place of up-to-now inadequate rules.)

### Neher to Retire

The Van Dyke Federation is a majority Local, and the salary and leave gains climaxed ten years of leadership by Neher, who announced his retirement from the presidency in June "because I feel it is time for a younger man to take over the responsibility of running the union."

Neher was first elected in 1945, his second year in the system, and held the office for two years, then was re-drafted in 1950, since which he has served continuously.

### Upped Salaries, Benefits

During that time the Van Dyke schedule has climbed from a \$2,100 minimum and \$3,300 maximum to the newly won amounts.

Tenure was granted Van Dyke teachers in 1945, and the system has been democratized over the years. Other gains included an improved sick leave policy, a better leave of absence policy and sabbatical leave.

Neher attributed many of the improvements to the Local, and added: "While I feel that a younger man should now take over, I expect to remain active in the Local as it has been one of my major interests over the years."

## Convention

From Page 1

Sunday, and registration of delegates will begin Sunday at 1 p.m. Committee chairmen will hold their orientation meeting in the afternoon, and early arrivals will be guests of the Milwaukee teachers unions Sunday evening at a reception at which entertainers will include the German band of the Kenosha Teachers Union, Local 557.

Convention sessions will open Monday at 9:30 a.m. with AFT Vice President James L. Fitzpatrick as general chairman, and greetings from Mayor Zeidler, President George Haberman of the Wisconsin State Federation of Labor, Schools Supt. H. S. Vincent, and Secretary-Treasurer Jac Friedrich of the Milwaukee Trades and Labor Council.

### Megel to Open

President Megel's annual address will complete the morning.

The annual Union Teacher Press Association luncheon will be at noon, featuring Leo Lerner, editor of Chicago's North Side newspapers and chairman of the board of Roosevelt University, as speaker. American Teacher awards of merit to state and local publications as selected by an impartial jury, will be announced by Mrs. Marie L. Caylor, editor.

Tuesday's program will include reports by Mary Herrick, AFT research director; Selma Borchardt, Washington legislative representative; Paul Ward, director of special services, and Mrs. Caylor as editor and co-counsel on public relations.

### Luncheon and Workshops

The annual Democratic Human Relations luncheon is programmed for the second day with Mrs. Rebecca C. Barton of Madison, chairman of the Wisconsin governor's commission on human rights, as speaker.

Workshops on collective bargaining, grievances, organization, relations with labor, and publicity and public relations will be held Wednesday afternoon, and the biennial election from 5 to 7 p.m. A free evening for delegates will follow. Thursday and Friday will be occupied largely with committee reports and actions on other propositions.

### Tentative Speakers

The speaker at the annual banquet Thursday evening is yet to be announced, as are some others who are expected tentatively to include Sen. William Proxmire of Wisconsin, and former Gov. Adlai Stevenson of Illinois.

President Megel in alerting Local presidents to the delegate room accommodations at the Schroeder, urged that reservations be made immediately, adding:

"Be sure to give the hotel your full name, your complete address, the name of your Local, the number of rooms desired, the rate requested, and a list containing the full name and home address of each delegate."

The national convention committee has been announced as



Officers of the Milwaukee Teachers Union, Local 252, largest of the Milwaukee AFT convention host Locals: From left, standing, Leo R. Scheir, president, and Robert L. Jost, treasurer. Seated, Mrs. Margaret Schunck, secretary, and Mrs. Evelyn Pelland, vice-president.

including Vice Presidents Fitzpatrick, chairman; Mrs. Rosalie C. Kraus of Moline, Ill., Charles E. Boyer of Minneapolis, Minn., Mrs. Veronica B. Hill of New Orleans, La., and Edward Jewett of Council Bluffs, Iowa.

Co-hosts to the convention with the Milwaukee Teachers

Union, will be University of Wisconsin—Milwaukee Local 79, William Jenkins, president; the Milwaukee Vocational School Teachers Association, Local 212, Clarence W. Loke, president, and the West Milwaukee Federation of Teachers, Local 1067, of which Erwin H. Schubert is president.



Area of downtown Milwaukee with Schroeder Hotel, AFT convention headquarters, in center.

## Hawaiian Tour

From Page 1

Its People, 5 credits, with field trips, and gives every promise of being as colorful as the islands themselves.

### Dean Welcomes Enrollees

The course will be conducted by Dr. Douglas Yamamura, chairman of the university's department of sociology. Dr. Shunzo Sakamaki, dean of the summer session, sent the American Teacher the following welcoming message to enrollees:

"To members of the American Federation of Teachers who will be coming to the University of Hawaii this summer to take Sociology S. 292, Hawaii and Its People, I wish to extend a very cordial welcome.

"I have every reason to believe that they will find the course interesting and stimulating, and that their sojourn in

Correspondence regarding this tour should be addressed to The Harry E. Caylor Organization, 30 W. Washington St., Chicago 2, Illinois.

Hawaii will be pleasant and enjoyable."

### In Two Flights

The main group of enrollees will leave San Francisco the morning of June 23, completely filling one United Airlines trans-ocean plane. Another flight but for teachers whose schools close June 27 only, will depart from Los Angeles, June 29, also in the morning.

Except for those electing to stay in on-campus dormitories and a men's "Y," enrollees will be housed in two adjacent Waikiki beach area hotels, one built around a swimming pool and the other in a 2-acre garden with guests having access to the pool of an associated hotel.

Return flights except for those who wish to linger awhile will be on August 1.





Massachusetts Acting Gov. Robert F. Murphy, left, signs new right to cut law enacted by the legislature to provide teachers with a 30-minute duty-free lunch period. Looking on, also from left: Sally Parker, AFT field representative; Kenneth L. Kelley, secretary-treasurer and legislative agent, Massachusetts Federation of Labor, and Martha O'Neil, legislative chairman of the Massachusetts Federation of Teachers. The law was the first labor measure enacted under the sponsorship of the federation of labor in this year's session, and the second of its kind in the country. (American Teacher magazine, April, 1958)

## Reinstated Rehberg Returns To Court For Back Salary

DETROIT, Mich. — The fight of a Melvindale high school teacher for the recovery of salary losses and damages in a tenure case that began when he was illegally fired more than 10 years ago is back in the courts.

The teacher is Clark Rehberg, 52, a past-president of the Melvindale Federation of Teachers, Local 1051, who was returned to his job in the city's Quand school at the beginning of the 1956-57 year on order of the State Supreme court.

### Large Amount Due

The court order was interpreted by the late Edward N. Bernard, his attorney, to entitle Rehberg to about \$45,350 back

pay with \$8,374 interest. (American Teacher, Sept., 1958).

The Melvindale board of education, however, has ignored the teacher's and his attorneys' demands for a financial settlement, its lawyers claiming that the Supreme court ruling did not compel payment.

Rehberg's attorneys have now filed suit in Circuit court here against the Melvindale school district and board for \$100,000, to include damages as well as the back salary due him.

### Students Backed Teacher

The Rehberg case began in April, 1947, when the teacher was suspended, then fired on complaint of six girls, now discredited, that he was familiar toward them but not improper.

Students went on strike on the teacher's behalf and members of the faculty threatened to join the picket line. Rehberg was backed financially by the Michigan State Federation of Teachers and AFT Locals in the state.



Mr. Rehberg

## ISFT Maps Its Legislation, Werre Urges 4-Lane Schools

PEORIA, Ill.—Improved tenure, higher state supported salaries, 90-days cumulative sick leave and a state law which especially authorizes collective bargaining for teachers, were projected in a legislative program for next year adopted by the convention of the Illinois State Federation of Teachers here.



Miss Wahl

The program, presented by a committee of which Ann Wahl of Springfield, is chairman, also opposed the extension of provisional and temporary provisional certificates, and urged next year's legislature to also:

1) Social adjustment camps for emotionally disturbed, non-performing high school students; 2) Courses for the highly gifted; 3) Prescribed high school courses for those meeting requirements to enter college, and 4) The standard elective courses for slower students intending to enter the vocations or business.

Increase state aid to schools, use the sales tax as an emer-

gency form of school revenue only, and make other school financing adjustments as well as shun bills for school terms beyond nine months.

Another plank called for repeal of the teachers oath law. The report of a pensions committee urging pension improvements and reforms presented by Carol Hall of Springfield, chairman, was also adopted.

### Urges 4-Way Program

Walter Werre of Chicago, in his presidential address, urged a 4-lane Federally aided program to adapt education to current needs:

1) Social adjustment camps for emotionally disturbed, non-performing high school students; 2) Courses for the highly gifted; 3) Prescribed high school courses for those meeting requirements to enter college, and 4) The standard elective courses for slower students intending to enter the vocations or business.

## 105 Locals Now Over Top, Two New Ones

CHICAGO, Ill.—Two new Locals of the American Federation of Teachers were chartered in the 30 days preceding press time and 105 were shown by their per capita to have exceeded their membership quotas.

The new Locals were the Marshall County (Ala.) Federation of Teachers, Local 1318, and the Collinsville (Ill.) Federation, Local 1319.

Four Locals in addition to the 101 previously reported, now shown over the top in membership were:

South St. Paul (Minn.) Federation of Teachers, Local 861; Ecorse Township No. 7 (Mich.), Local 1105; Rochester (N. Y.), Local 616, and Menasha (Wis.), Local 1166.



President of Cleveland Teachers Union, Local 279, elected chairman of planning committee for next year's conference on labor problems and issues of the city's AFL-CIO affiliates and American Labor Education Service: Paul A. Corey snapped at this year's conference on "Challenges to Labor," the fourth annual, and Mrs. Florence M. Graham, conference committee chairman, and president of the Communications Workers, Local 4037.

## Hamtramck Affiliates Secretaries

HAMTRAMCK, Mich. — The Hamtramck Federation of Teachers, Local 1052, is completing an unusually active year after affiliating the new Hamtramck Federation of Educational Secretaries as a chapter.

Ronald C. Lucas, chairman of the Local's membership committee reported in a letter to President Carl J. Megel in Chicago that the new chapter includes 24 secretaries of the school system. Miss Sophie Matyniak was acting president pending an election.

Local 1052, led by Stanley F. Borowy, its president, also recently held a successful community conference attended by more than 400, with Father Celestin J. Steiner, S.J., president of the University of Detroit, speaking on, "A Catholic Educator's View of American Education Today."

Ronald C. Lucas, HFT vice-president, chaired the conference, with Mrs. Bea G. Olmstead serving as mistress of ceremonies and Marie McIntosh in charge of after-program refreshments.

## Golden Gate Teachers Unite To Up-Date City's Schools

SAN FRANCISCO, Calif. — Teachers of this city backed by public opinion and newspaper

headlines are unitedly engaged in an up-to-now administration-shaking campaign for better use of the teaching force to implement a space age classroom program.



Mr. Jackson

Leaders of the San Francisco Federation of Teachers, Local 61, have called the move a classroom teachers' revolt against the complacency of the superintendent and board of education, and "watered-down standards of scholarship."

### Hits "Circus" Atmosphere

Local 61's Newsletter referred to the uprising as a drive against the "three-ring circus atmosphere of the classroom," and "time-consuming, energy consuming, money-consuming frivolities." Asked were such questions as:

"Are teachers really teaching, or are they only part-time teachers and the rest of the time merely stop-gaps for police duty, baby sitting and clerks?"

Dan Jackson, Local 61 president, set the school administration on its heels by presenting the superintendent and board with 11 proposals in five general areas, as follows:

### Curriculum

1) That the board establish a subcommittee to study academic and citizenship standards. This committee to meet with teacher representatives elected by secret ballot by teachers.

2) That the board study the possibility of departmentalization within the elementary division to develop special emphasis on reading and arithmetic.

### Extra Curricular

1) That the board undertake an immediate review of extra-curricular activities and the methods of financing them.

2) That the board study the amount of classtime taken from the classroom to devote to extra-curricular and co-curricular activities, and administrative procedures.

### Pupil-Teacher Contacts

1) That the board set a maximum of 150 pupil-teacher contacts for any individual teacher, per day, on the secondary level.

2) That the board set a maxi-

mum class size of 25 at the elementary level.

### Personnel Procedures

1) That the board establish a subcommittee to review the present policies in personnel procedures; arranging informal meetings with members of the San Francisco Federation of Teachers.

2) That the board establish a policy whereby principals and other school personnel would be prevented from exerting any coercive influence upon a teacher for the alteration of grades and from changing such grades without the permission and knowledge of the teacher concerned.

### Clerical Load

1) That additional clerical personnel be hired to put teachers back into the classroom, teaching.

2) That the board study the feasibility of utilizing IBM and similar labor saving devices for clerical work and testing.

3) That the board examine the present practice of using students to do clerical work, with a view to determining what office practice is educationally defensible and what office practices are mere exploitation of the students.

### Counters Hastily

Spurred by public pressure and union insistence, Supt. Harold Spears countered with a watered-down, not so specific 15-point proposal of his own which he called "timely now" and a "tightening of the instructional belt approach." Obviously it was hastily put together.

Maurice F. Englander, Local 61 publicity chairman, said that union and other teachers are inclined to be skeptical of what the board will do with the issue because of the way it has handled a tax-rate limitation increase to be subject to referendum.

While Local 61 recommended that there be no tax limitation on funds for education, the board first decided on a \$2.70 rate and after political pressure cut it to \$2.50.

### Stop-Gap Increase

This means that within a short time after when and if adopted the schools will be faced with additional un-met costs because of further increasing school population and expanding expenses.

San Francisco teachers believe that never before have these words of H. G. Wells been so prophetic and meaningful as now:

"Civilization is a race between education and catastrophe."

## Detroit Federation Promised Relief From Baby Sitting

DETROIT, Mich.—The Detroit Federation of Teachers, Local 231, won the first round of a fight to relieve teachers from acting as baby sitters for children who eat lunch at school.

School Supt. Samuel B. Brownell agreed that teachers should be "saved for professional duties," and agreed to make provisions in the budget to assign clerical help or employ part-time assistants.

lunchrooms while teachers relax.

Mrs. Mary Kasteed told a board session that less than 20 per cent of teachers in elementary schools have duty-free lunch periods every day.

Brownell agreed that teachers should be "saved for professional duties," and agreed to make provisions in the budget to assign clerical help or employ part-time assistants.



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Subscriptions are \$2.00 a year for the Federationist, a magazine, and \$2.00 a year for the AFL-CIO News, a newspaper, and should be sent to the publication desired, AFL-CIO Building, Washington 6, D. C.

## Return Teachers' Authority

By Charles E. Boyer\*

In recent years, the responsibility of the teacher has increased, but his authority has gradually diminished.

What has brought about this situation? The answer can be found in the mushrooming increase of administrative personnel of over 200 per cent since World War II. With this increase, all or most of the decision making has been transferred to the front office.

Teachers have the responsibility to teach, but have little to say about standards of achievement they might wish to impose. The front office has decreed that all must pass to increase the holding power of the school to say nothing about the elimination of parental conferences. This administrative interference in classroom instruction is responsible for the charge frequently made that the schools have become child care centers instead of educational institutions.

Classroom discipline has deteriorated because the teacher no longer has authority to act except to make recommendations to the augmented administrative staff. Teachers formerly interviewed parents and imposed conditions for improvement, but with the front office acting as liaison between the teacher and the parent, the real issues are not met.

The teacher no longer has authority to exclude troublemakers who disorganize the classroom, and the front office after a pupil conference returns the pupil time after time with little or no results.

Because of the transfer of this authority, the prestige of the teacher in the eyes of the pupils and parents has deteriorated. It will require a revolution to restore this prestige to the teachers, so necessary to good education and the morale of the teacher.

There has been a substantial increase in the number of counselors, but little has been accomplished except increased interruptions in classroom instruction for conferences. Counseling is important if directed to counseling the upper group, but most counseling has been directed to the troublemakers and goldbrickers with virtually no results.

Professionalism in teaching requires the exercise of discretionary authority on the part of the teacher,

\*Vice-president, American Federation of Teachers, and executive-secretary, Minneapolis Federation of Teachers, Local 59.

but with the transfer of authority to the front office, little is left for the teacher except routine teaching subject to the direction of administrative personnel. This editorial is a plea to restore to the teacher authority in proportion to the responsibility imposed.

## Aid for Buildings Necessary

By Mary Herrick\*

The major proposals for Federal Aid for Education are now coming from non-administration sources. The recommendations of the administration for meeting the school emergency are unbelievably inadequate.

Without warning, they would practically eliminate the 40-year Federal program of aid to vocational education. If these opportunities for youth are to continue, either increased state aid must be immediately forthcoming or the local property tax must rise in districts offering vocational education.

In many poor rural districts, where increased state aid would not be available without a special session until 1959 and where local property tax is already high, agricultural education and homemaking training will simply die. Federal funds for federally impacted areas are cut in the administration proposal.

The administration scholarship program is inadequate for the needs of the 40,000 able high school graduates who cannot afford higher education. In many rural areas, high tax rates and state aid are insufficient to produce any but sub-standard secondary education, and high school graduates in those areas will not be eligible for the scholarships offered. Centering the scholarships on math and science is the result of the satellite jitters. This country and the world need social engineers as well as rocket makers.

The administration asks Congress for no aid whatsoever, either for instructional purposes, or for school construction. Any de-emphasis on buildings is a discouraging sign of the failure of the public to recognize the inability of property tax to support education.

By 1957 a total of twenty-one states had offered some kind of help to school districts for school construction. In some, the state has paid outright for a share of the cost of new buildings. Connecticut, Maine, New Hampshire and Florida, for instance, offer such direct and immediate help.

However five states, Illinois, Indiana, Pennsylvania, Kentucky and Wyoming, use a device which merely increases the property tax. They have set up "building authorities," or "holding companies," which construct local school buildings and "rent" them to the district. The district increases its property tax to pay the "rent." When enough "rent" has been paid, the district will own the building.

The rent may be as high as the interest and sinking fund for bonds, but the payment of the "rent" is not limited by constitutional debt provisions and the expenditure for interest and sinking fund is so limited. The poorest districts, which are least able to build buildings, are also least able to pay the "rent." In the long run, the device costs the state government nothing, and the local citizens pay.

If the need for school buildings could be considered an emergency soon to be over, such a scheme might have some justification. However, the need for school buildings is a continuing problem. Elementary enrollment continued to increase at the rate of 2.9 per cent last year. High school enrollment rose 7.6 per cent and this is just the beginning.

In the meantime, the frog keeps crawling up the well, and falling back almost as far as he crawls. The January report on school buildings from the Office of Education states that there were only 1,937,000 pupils in excess of seating capacity in Sept., 1957, as compared with 2,295,000 in Sept., 1956. The proportion of "excess pupils" fell from 7.3 per cent of the total enrollment to 5.9.

Seventy per cent of these "excess pupils" were in elementary schools and only 29.1 in high schools. Since the need for high school seats will increase from now on, at a greater cost per seat than for elementary, and since the need for seats for new grade pupils remains steady at approximately three per cent, it will take more money next year than this to remain at 5.9 per cent seatlessness!

Superintendents in one-eighth of the districts in the 1957 American Federation of Teachers' survey of teachers' salaries stated that children in their area were going to school in buildings not constructed for school use at all. Churches, YMCA's, synagogues, lodge and union halls, firehouses and office buildings have all been pressed into service. Army barracks and National Guard armories are in use in eight states. Wooden dwellings, warehouses and city park buildings are utilized in fourteen. One city in Washington is using a tourist camp, and Leavenworth, Kansas, is holding classes in a livery stable!

Congress is already planning a huge program of public works, including post offices, to provide work in the recession. We may or may not need post offices. But there is no doubt that we need schools.

\*Research director, American Federation of Teachers.

## The President's Column

By Carl J. Megel

WITH THIS ISSUE of the American Teacher, we will be closing another year of successful progress for the American Federation of Teachers. While we have had to make certain retrenchments, our overall progress has moved vigorously forward.

Last month, briefly, I reviewed four of the many cases which we have prosecuted in defense of our members. The diversity of the nature of these cases outlines the all-inclusive AFT program.

**PAWTUCKET, RHODE ISLAND:** Our Local found it impossible to negotiate in a democratic fashion with an adamant school committee. The school board refused every avenue of mediation and filed an injunction against the teachers which was granted by the judge. The Pawtucket Local has referred the case to the Rhode Island Supreme court for final decision.

**SOMERVILLE, MASSACHUSETTS:** A member of the school committee contested the right of teachers to maintain a union. He proceeded to promote an election situation where the non-union association would become the bargaining agent. A tremendous job was done by the Somerville Local 1300 teachers who contacted nearly 300 colleagues within 24 hours, individually and successfully completed a write-in campaign which nullified the school committee's intended objective.

**PHILADELPHIA, PENNSYLVANIA:** The school board in Philadelphia proposed a \$200 increase for teachers at the bottom of the salary schedule and \$100 increase at the top, with no increment for some 40 per cent of teachers in the intermediate division. The Philadelphia Federation of Teachers, Local 3, with AFT cooperation promoted an effective radio, television and newspaper campaign pointing out that the proposed increases were "inadequate and discriminatory," resulting in public opinion which forced the school board to grant a \$100 increase to the teachers previously by-passed.

**ADAMS TOWNSHIP, OHIO:** Our Local 1194, Adams Township Federation of Teachers, found difficulty in trying to negotiate with its school board. Effective help from the AFT and its representatives made possible an election in which the Local won bargaining rights.

**EAST ST. LOUIS, ILLINOIS:** Our Local 1220, here also found it difficult to negotiate with its school board. Following weeks of hard work by the state and local AFT representatives, the union won an election for bargaining rights. This election was a tremendous victory for the union and for the labor movement in the area since it established collective bargaining in a definite manner.

THESE ARE BUT A FEW of the many cases which have received help and assistance from the National Office. This list does not include literally thousands of cases which were resolved by the local unions themselves. The Chicago Teachers Union, the New York Teachers Guild, the Detroit Teachers Union, the Cleveland Teachers Union and all the other Locals throughout the nation resolve grievances for individual teachers practically every day.

Furthermore, state Federations—California, Illinois, New York—across the nation, have done a big job in this area. The Michigan Federation of Teachers has an outstanding record in defense of teachers whose academic and tenure rights have been violated.

Tyranny and injustice are constantly on the prowl. In the difficult days ahead, all of us at the national, state and local level, must be ready to support and fight for the rights of individuals inherent in a democracy. We are encouraged by the steadfast support which we are receiving from our increasing membership.

MAY I ENCOURAGE each of you to insist that your Local is fully represented at the annual National convention to be held in the Schroeder Hotel in Milwaukee, Wis., in August.

We are faced with a challenge of utmost significance to American education and to the preservation of our democracy. Recent developments dramatized the deficiencies of the American educational system. The fervor and excitement of the moment, created mostly by fear of a presumed inadequacy, requires immediate and effective leadership.

We must be ready to provide this guidance and leadership. I am confident that we shall continue as in the past to offer constructive programs. Since September I have visited and talked to 97 AFT Locals and state Federations, labor groups, and organizations. My experience convinces me as never before that the stature and strength of the AFT is the highest in our history. I feel confident we will close the year with the highest membership in our history. I am further convinced that the AFT has an unprecedented potential membership growth opportunity.

Teachers everywhere, faced with difficulties in a declining economy will, of necessity, need cooperative action for our own self economic preservation, as well as to satisfy our professional needs. The American Federation of Teachers is the only organization which can effectively function in these areas.

We are grateful to all of you for your contributions which have helped so much in developing our effective program.



## Growing Discipline Problem Calls for Police in Schools

CHICAGO, Ill.—A growing need for on-school police protection for teachers in the nation's middle-sized as well as large cities is becoming more and more obvious from spreading classroom disorders and student attacks on teachers.

The Detroit Federation of Teachers, Local 231, has had a request of 3-years standing at its board of education for policemen in junior and senior high schools where principals and teachers feel them necessary.

### Detroit Fears Violence

The Detroit Teacher asks, "Will it take attempted murder and rape here as in Brooklyn, to get police protection. After all, only a police officer has the power to make an arrest."

In Chicago, the "school cops" were taken out of the high

schools contrary to recommendations of the Chicago Teachers Union, Local 1, some years ago.

The Pueblo, Colo., school board dodged hearing or acting on a report from Neil Thomas, president of Pueblo County Teachers Local 567, that a survey by teachers indicated discipline is the "No. 1 problem in our schools."

### Out of Hand

Out of hand conditions were reported in Kansas City, Mo., schools where Emil Moore Cross, president of the Kansas City Federation of Teachers, Local 691, told reporters for the Star:

"We pointed up the discipline problem a year ago because it has been growing. We have severe discipline problems now in a majority of classrooms al-

though, certainly not all of these are the vicious type.

"We are going to continue to be aggressive to get something done... Our principal aim is to make the classroom a desirable place for the student to learn. In some schools the problem is past the alarming stage."

### Expulsion No Answer?

Expulsion of hundreds of students from New York City's difficult schools raised the question in many areas: "Is it better to turn them out on the community, or add police control and respect for law to their school training?"

In all cities, police chiefs plead shortages of money and men. In St. Paul, Minn., 589 teachers answered questionnaires on discipline needs circulated by the St. Paul Federation of Teachers, Local 28, indicating that they believe they need more security in dealing with discipline situations.

Also, that the present policy

provides neither the needed security or administration assistance. Most teachers felt that a new policy should be formulated to include better definition of authority, and that special facilities should be set up for the maladjusted.

Elmer Miller, president of the

Seattle Federation of Teachers, Local 200, sent a memorandum to the city's school officials urging special adequately staffed facilities for students not conforming to accepted standards of behavior, and that Seattle develop a uniform code of discipline.

## Local Proposes Area Cuts Rather Than Salary Freeze

OAKLAND, Calif.—The Oakland Federation of Teachers, Local 771, recently countered a school board proposal to increase class sizes and freeze teachers salaries for economy, by submitting a list of school area activities in which cut-backs would be "regrettable but preferable."

Mr. Hudson

William R. Hudson, OFT president, said increased classes and salary freezing would prove

punitive to pupils and teachers, and the Local's statement to the board declared the moves would "produce conditions not conducive to learning."

Areas listed for possible immediate cut-backs by Local 771 included maintenance, school excursions, adult classes, spring sports, administration-board trips, home instruction, night functions, closing of unsafe shops, and stricter enforcement of state rules on property de-facement.

Three other classifications included elimination of such things as driver training, classes that cannot be kept to a minimum, homerooms and so on.

## Suburban Salaries Higher Than Those in Minneapolis

MINNEAPOLIS, Minn.—Marion Sund and Ralph Ramstad, its editors, point out in the News Bulletin of the Minneapolis Federation of Teachers, Local 59, that Minneapolis like many other large cities is allowing itself to be outstripped salary-wise by its suburban areas.

They published the salary schedules of Minneapolis and 10 suburban cities showing that eight of the suburbs now start Bachelors at salaries higher than those of Minneapolis, and that all of the 10 pay higher maximums.

Nine of the 10 suburbs pay beginning Masters more than Minneapolis, and all offer higher maximums in that lane.

Minneapolis this year granted a token \$100 increase to beginning to 4-year teachers, then \$25 progressive increases for the remaining eight years to maximum.

The Minneapolis board of edu-

cation gave lavish praise to its teachers in lieu of Local 59's requested \$600 a year across the board raise. The News Bulletin salary comparison is headed, "Put Your Money Where Your Mouth Is, Minneapolis School Board!"

## Miss Russell Conference Honor Guest

CHICAGO, Ill.—Miss Charlotte Russell, who retired after serving as administrative assistant to the president of the Chicago Teachers Union, Local 1, since 1942, was the honored guest at the Local's 18th annual education conference luncheon this spring.



Miss Russell

Miss Russell, a charter member of Local 1, was known to AFT leaders throughout the country, and at the luncheon was the recipient of many tributes, including from John M. Fewkes, CTU president.

After her retirement earlier this year she was succeeded by Mrs. Kathryn Ford, an adjustment teacher in the Chicago school system for the last seven years.

Local 1's education conference was keynoted by Dr. Samuel K. Allison of the institute for nuclear studies, University of Chicago and included five panel discussions under the theme, "Spotlight on the Classroom—Focus on the Teacher."



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Mr. Luchek



Mr. Ozanne

## Workshop

From Page 1

held Sunday through Friday, July 13 to 18 in the School for Workers, University of Wisconsin, jointly with the annual on campus institute of the Wisconsin State Federation of Labor. The program will be headed by Robert W. Ozanne, school director, opening with a general mixer Sunday evening and closing with a banquet for the two participating groups Friday evening.

### Labor History Credit

Last of the three workshops will be on the campus of the University of California, Berkeley, and feature a one credit course in labor history, during the first full week in August.

Executive Council members comprising the AFT workshops committee are James L. Fitzpatrick, chairman; Selma Borchart, Mrs. Florence Sweeney, Mrs. Rosalie C. Kraus and Charles B. Williamson, with other council members in the areas assisting.

### Penn State

DATE: June 27 to July 2.  
PLACE: Pennsylvania State University.

CO-PARTICIPANTS: Four Government Employee Unions.

LEADERS: Anthony J. Luchek, Helmut Goltz, Margaret Root, Paul D. Ward, Sally Parker, James L. Fitzpatrick, Rose Claffey and Charles B. Williamson.

Meeting jointly with four other unions of governmental employees in a three-day Public Employees Institute, at its opening the AFT Summer Workshop at Penn State will continue two more days, in which time teacher union problems will be dealt with exclusively.

During the week-end Public Employees Institute, provision will also be made for joint and separate sessions for the groups concerned. On campus at the same time as the teachers will be the State, County and Municipal Workers, the Pennsylvania State Fire Fighters Association, the Pennsylvania Federation of Post Office Clerks, and the National Federation of Government Employees.

Mr. Luchek, head of the Labor Education Service of Penn State, and Helmut Goltz, as well as other staff members, are collaborating in the arrangement of the program and will participate in the Institute discussions.

### Joint Session Subjects

Subjects for joint sessions will probably include organizational problems, problems of bargaining with government agencies, public employee unionism, legislative problems and issues, public relations, the economics of taxation, and social security. Some of these will be carried over into the separate sessions for AFT members.

The last two days of the Workshop will deal primarily with teacher union techniques and pos-

sibly some professional problems of current interest. AFT resource persons who will participate in the Penn State Workshop include Miss Root, executive secretary of the Pennsylvania Federation of Teachers; Mr. Ward; Miss Parker, AFT organizer for New England; Mr. Fitzpatrick who will serve as coordinator; and possibly Vice-Presidents Williamson of Pennsylvania and Claffey of Massachusetts.

### Begins with Dinner

The Institute will begin Friday evening, June 27, with a dinner and opening session. The session of the Public Employees Institute will continue until Monday afternoon, closing with a luncheon meeting. The AFT Workshop will be in session until some time Wednesday.

Mr. Luchek has announced \$55 as the fee for the AFT participants. This includes tuition, housing at a motel or the College Inn, and meals with the exception of breakfasts. Meetings are held in the Extension Conference Center and the new Hetzel Union building.

There will be opportunity to visit places of interest on the campus, individually or in group tours, and there are interesting campus activities throughout the summer. Famed Mt. Nittany and other peaks can be seen in the distance, and trips to places of interest, including a summer theater, can be arranged.

### Wisconsin

DATES: July 13 to 18.

PLACE: University of Wisconsin, School for Workers.

CO-PARTICIPANT: Wisconsin State Federation of Labor.

LEADERS: Robert W. Ozanne, Jack Barbash, Carl J. Megel, Mrs. Marie L. Caylor, Mary Herrick, John Lichtenberg, Paul Ward, James L. Fitzpatrick and Charles Boyer.

Current labor issues with Jack Barbash, former director of the Industrial Union Department, AFL-CIO, as discussion leader, will be one of the program features of the AFT Summer Workshop at the University of Wisconsin.

Another feature will be an "elective" period, during which time the AFT participants may attend the Wisconsin State Federation of Labor class of their choice, or meet for informal discussions of problems of their Locals. WSFL classes which may interest the teachers are those in collective bargaining, negotiations, and grievance procedure, under the direction of members of the School for Workers staff, including Director Ozanne, Richard Humphreys, Norris Tibbets, and William Kuhl.

### Union Techniques

A third programmed feature is a series of "Teacher Union Techniques," which will be led on various days by President Megel; Mrs. Caylor, editor of The American Teacher publications; Miss Herrick, AFT director of research; Mr. Lichtenberg, general counsel for the AFT; and Paul D. Ward, director of special services.

Throughout the week, Vice Presidents Fitzpatrick of Milwaukee and Boyer of Minneapolis will be on hand as discussion leaders, particularly for the afternoon seminars. These might be designated as

a "Local Problems Clinic," since much time will be devoted to problems brought by the participants, as well as those suggested in the morning sessions.

Mr. Ozanne announces that the fee for the week will be \$51.50. This covers tuition, housing in a dormitory, meals from Monday breakfast through Saturday breakfast, and the additional charge for the banquet Friday evening at the Memorial Union.

### Joint Evening Sessions

Joint evening meetings for AFT and WSFL members will be arranged. These will deal with current economic and political issues, and will be addressed by labor leaders or other experts in the special field under consideration.

On the lighter side will be the "get-acquainted" mixer Sunday evening in the Jones Hall basement, a picnic on Tuesday or Wednesday afternoon and evening, a launch ride on Lake Mendota Thursday, and the banquet, with presentation of certificates, on Friday evening.

The Kronshage Pier is available to all participants for swimming and boating, and there are softball diamonds and tennis courts near the dormitories. With participants of both workshops housed in the same dormitories, a fine feeling of fellowship and camaraderie is anticipated.

### California

DATES: Aug. 4 to 8.

PLACE: University of California, Berkeley.

COURSE: Labor history, 1-credit.

LEADERS: John Hutchinson and other U. of C. staff members, Kenneth L. Fitzgibbons, Mrs. Rosalie C. Kraus, Herrick S. Roth, Henry Clarke, Ben Rust and Donald Henry.

Hutchinson, coordinator of the labor program of the Institute for Industrial Relations of the University, will conduct the session with AFT Vice President Fitzgibbons, Richmond, Calif., as coordinator. This will be the workshop's second year offering the one credit. Additional details will be announced later in a memorandum to AFT Local officers.

## Dr. Sheehan Now Secretary Labor Council

ROCHESTER, N. Y. — Dr. Catherine A. Sheehan, president of the Rochester Teachers Union, Local 616, is the new secretary-treasurer of the Central Trades and Labor Council of her city.

Dr. Sheehan was appointed by James Burke, the council's president, who declared that her acceptance "brings added honor to our council."

She is also head of the Empire State Federation of Teachers' pension committee and is currently engaged in other activities on behalf of teachers of her state and community.



Dr. Sheehan

## U. of I. Local Submits Plan For Insurance

URBANA, Ill. — A pre-paid, non-contributory health insurance plan for all University of Illinois employees including the faculty has been proposed to the

## Ferndale Gives Board Action Plan For Teacher Welfare

FERNDALE, Mich. — The Ferndale Federation of Teachers, Local 1074, has presented

its board of education with a 10-point Action Program to improve teacher status and welfare in the city. Don McNeil, Local 1074 president, announced the recommendations as follows:

- 1) A pay scale equal at least to the four school districts surrounding Ferndale;
- 2) Extra pay increments for career teachers after 15 years or more in the district;
- 3) Severance pay based on



Mr. McNeil

unused sick leave time upon retirement;

4) Partial pay during sabbatical leave;

5) Part payment of hospitalization;

6) Continuous incentive pay for college work beyond the BA and MA degrees;

7) A written transfer policy giving tenure teachers first choice of vacancies;

8) Personal business days leave that are not deducted from sick leave time;

9) A written promotion policy, and

10) Duty-free lunch periods for elementary teachers.

One point a week was expanded upon and explained in writing and presented to the faculty, the study committee, and the newspapers.

## Income Protection Insurance For Members in Sixth Year

CHICAGO, Ill. — The group income protection insurance for AFT members in the event of accident or sickness underwritten by Continental Casualty Company of Chicago is in its sixth year.

The security program pays up to \$50 per week for one year, beginning with the first day for accident, and the eighth day for sickness.

Also, \$1,500 for accidental death and up to \$3,000 for dismemberment in addition to all other benefits for loss occurring within 180 days of the accident.

### Coverage Complete

Hospital and surgical benefits for members and dependents are optional features. Coverage is year-round, world-wide and

includes commercial scheduled flying.

The plan pays in addition to any other insurance such as sick leave benefits, and its dependability is one of its most outstanding features.

Once in force, protection cannot be ended so long as it is continued and the teacher remains a member, up to the age of 70. This means no limits on benefits or the number of times the insured may collect.

### Where to Inquire

AFT President Carl J. Megel urged that members not already enrolled investigate the plan thoroughly. Inquiries should be addressed to Group Administration Office, Box 467, Evanston, Illinois.

## Four New State, Local Publications

CHICAGO, Ill. — Four new AFT state and local publications in addition to those previously announced have been received in the American Teacher exchanges.

One is signaled by the first and second issues of the Pennsylvania Federation Teacher edited by Margaret Root of Philadelphia. Another is the first issue of a 4-page bulletin of the Rhode Island State Federation of Teachers, which ends with an invitation to send items to Hope V. Carey of Pawtucket.

Both the foregoing are 4-page printed bulletins. Miss Carey is

also the editor of the new Vol. I, No. 1, mimeographed Local 930 News issued by the Pawtucket Teachers Alliance.

Fourth publication—one that has been issued since November—is a weekly or twice-a-month 2-colored ditto'd bulletin, "Did You Know," by the Ferndale (Mich.) Federation of Teachers, Local 1074, featuring teacher and school needs and gains and what the Local is doing or has done about them.

Don McNeil, Local president, said: "The idea has worked out well, and we pass it on to other Locals."

## Administrators Shy at Union, Favor Rating

CHICAGO, Ill. — The Nation's Schools, a magazine for school administrators, polled officials at the St. Louis convention of the National Association of School Administrators on a number of current education as well as popular issues.

It reported that 53 per cent of the administrators polled liked the idea of merit rating, and (surprise) 68 per cent disliked teachers' unions, namely those affiliated with the American Federation of Teachers.





New officers of the Chicago Library Assistants Union, Local 1215, which has in each of the last four years made its AFT membership goal, obtained pay increases, and removed its members from a miscellaneous listing in the school system to a status of their own: From left, Anita Marshall, recording secretary; Mrs. Helen O'Connor, retiring president, turning gavel over to new President Marise Thompson; Anne Roberts, corresponding secretary; Lo D. Burton, vice-president, and Ethel Brenner, treasurer.

## Ottumwa Improves Schedule, Works for Other Benefits

OTTUMWA, Iowa—The Ottumwa Federation of Teachers, Local 1112, under the leadership of Ray Wingate, its president, and others has secured a more nearly professional salary schedule for the city's teachers after a three-year effort.



Mr. Wingate

Bachelors and Masters will return to their desks this fall with a \$550 across-the-board increase and those with less than BA with \$300. This is in addition to a \$150 annual increment.

Esther Enger, in reporting the gain, pointed out that it augments a \$250 increase in the schedule a year ago, in which all teachers were placed on their proper steps up to a \$600 maximum.

### New Schedule

The next year's schedule for Bachelors is \$4,000 to \$5,875 in 15 years and \$4,200 to \$6,075 for Masters in the same length of time. Teachers with three and four years of college will receive \$3,550 to \$4,650 in two and three-year lanes.

The victory, with some goals yet to be reached, was achieved

with long and careful planning by Local 1112, including a brochure, "Your 28 Cents Worth," distributed to citizens pointing out that for less than this amount per day the average citizen can secure the best in education for his children.

### Members Before Board

Service clubs and even barber and beauty shops were contacted to carry the message of need for increased salaries and better schools. In the finale, 65 members of the Federation and a few other teachers went before the board.

Yet to be gained by Local 1112 is the posting of vacancies for the information of all teachers; a review of the hospitalization program; the setting up of a study group of teachers, board members and laymen on salaries; and an investigation of the possible harmful effects of the annual X-Ray program.

### Restock Library

Meanwhile, Local 1112 did not neglect its civic responsibilities. Under the direction of Wingate, Miss Enger and Kenneth Corbett it collected up to 1,000 books for the burned Ottumwa Heights College and Academy operated by the Sisters of Humility.

It also secured blood donors for an ill member and others in need of such donations.

## Cedar Rapids Blocks Longer School Year and Gets Raise

CEDAR RAPIDS, Iowa—The Cedar Rapids Federation of Teachers, Local 716, is completing this school year with an impressive list of accomplishments and a \$400 across the board salary increase for this fall.

William K. Wagner, Local 716 president, said that "while there is much yet to be done," the Federation has gained in prestige and status.

The pay raise will bring the Bachelors schedule from its current \$3,900-\$5,300 to \$4,200-\$5,700 in 13 steps and the Masters from \$4,000-\$6,000 to

\$4,400-\$6,400 in 14 steps. Wagner said that some will get a larger increase.

Local 716 has also exceeded its membership quota for this year, and blocked an administration effort to compel all teachers to attend the company union's state convention or suffer loss of pay.

"We also," Wagner said, "opposed by lengthening by 10 days the number of contract days for classroom teachers, because the administration did not demonstrate need, and the extension would have been without proportionate remuneration and would have effected a pay cut for some teachers."

## Hurley Local Wins \$300 Pay Increase

HURLEY, Wis.—The Hurley Federation of Teachers, Local 1290, has negotiated a new 1958-59 salary schedule which will pay Bachelors \$3,950 to \$5,900 and Masters \$4,150 to \$6,100.

Dominic A. Chiapusio, Local 1290 president, said the base salary for degree teachers will be increased \$150 and that this combined with \$150 annual increments represents a \$300 raise.

For non-degree teachers the base pay was increased \$100 plus annual increments of \$125, making their advance \$225. The new schedule is to place all teachers except those failing to meet their summer school requirements in their proper place, giving raises of over \$300 for some.

## May Now Earn \$1,200 Without Pension Loss

NEWARK, N. J.—One of the day-to-day activities of the Newark Teachers Union, Local 481, has resulted in a ruling by school board attorneys that a retired teacher in the district may earn up to \$1,200 a year teaching without losing pension money.

The ruling in the case of a teacher who retired but did per diem substitute work after 42 years of teaching, was the result of negotiations by Vincent J. Young, Local 481 president, with Jacob Fox, board lawyer.

It was projected when the teacher, drawing about \$190 per month pension, found \$9 being deducted from his \$19.50 per diem pay.



Mr. Chiapusio



Mr. Young

## Local 3 Obtains Adjustment For 'Teachers in Middle'

PHILADELPHIA, Pa.—A school board that had been more interested in a surplus in the bank than a deficit in the classroom capitulated to the Philadelphia Federation of Teachers, Local 3, and granted a \$100 increase to the 40 per cent of teachers in the middle of the schedule who were left out of a recent nominal raise.

Under the leadership of Gustav A. Baack, then its president, Local 3 started a campaign for the

omitted teachers, after the board conceded a \$200 raise at the minimum and \$100 at the maximum in December. (American Teacher, Jan., 1958)

The adjustment is retroactive to Jan. 1, when the budget for the current calendar year began. Local 3 pressed for it when the board's final financial report for last year showed the money available, and the discrimination unnecessary.

## Cleveland Ups Salaries But Not Enough

CLEVELAND, Ohio—A \$250 a year pay raise granted the 4,000 teachers here effective this fall was called "a stop-gap and insufficient" by Ralph W. Findley, school board vice-president.

Before the action, Paul A. Corey, president of the Cleveland Teachers Union, Local 279, urged the administrative body

to make a "strong, bold attack to strengthen the city's schools." The CTU had previously urged that all salaries be raised \$500 in September, and another \$500 before Jan. 1, 1959, contingent on the passage of an operational levy.

Findley told the board, "We should set our goals, decide what we want from our schools, then ask the public for support," and asked, "Isn't quality education worth paying for?"

The pay increase granted will give Bachelors \$4,250 to \$6,650 and Masters \$4,450 to \$7,250.

## Schenectady Schedule Up \$200 a Year

SCHENECTADY, N. Y.—Teachers of this city, led by the Schenectady Federation of Teachers, Local 803, have gained a \$200 a year pay raise after the

first three steps, while urging a \$600 across the board increase.

James V. Gilliland, the Local's president, said the new Bachelors lane effective in September will start at \$4,300 and go to \$7,000 in 15 steps as compared with this year's \$4,200-\$6,800. Pay for Masters will be \$300 more.

Many teachers this year, Gilliland said, are benefiting from an improved retirement pay plan won by the Local last year.

## South St. Paul Teachers Get \$715 Pay Hike

SOUTH ST. PAUL, Minn.—Teachers here will go back to school this fall with a pay

increase averaging \$715 a year due to negotiations by the salary committee of the South St. Paul Federation of Teachers, Local 861, with the school board.

The new Bachelors lane is \$4,300 to \$7,000 in ten steps, and the Masters \$4,950 to \$7,600 in the same number of years. Increases range from \$400 to \$1,550 in varying classifications.

### Kansas City Grants \$100 More

KANSAS CITY, Mo.—Teachers here who are not as well paid as those in some other cities of comparable size have been granted a \$100 a year increase effective in September.

Kenneth E. Bigus, attorney for the Kansas City Federation of Teachers, Local 691, told the board that Local 691's members felt a \$200 raise was overdue.

The increase brings the city's Bachelors to \$3,700 to \$5,600 in 12 years and the scale to \$3,900 to \$6,100 for Masters.

### St. Louis Park Increase

ST. LOUIS PARK, Minn.—Teachers here will start the next semester with a substantial pay increase.

Bachelors will receive \$4,200 to \$7,150 in 12 steps and Masters \$4,700 to \$7,650 in ten. The current schedule is \$3,800 to \$6,200 for BA's and \$4,050 to \$6,400 for MA's.

St. Louis Park is the home of the St. Louis Park Federation

## Dade County Adopts Three Reforms

MIAMI, Fla.—The Dade county school board recently adopted three reforms long advocated by the Dade Federation of Teachers, Local 1268.

One is that pupils be required to make an honest effort in the classroom and that promotions be based on academic achievement, another sets up provisions for better discipline, and the third is that basic education in the curriculum be revised.

Goldie Lacedonia, Local 1268's corresponding secretary, said the Federation expects to send two members to the AFT Summer Workshop in Madison again this year.

of Teachers, Local 845, of which Delver D. Daly is president. The new schedule also includes lanes for non-degree teachers and Ph.D.'s, the latter running from \$5,300 to \$8,750 in 10 years.



## Credit Courses Taken On Own Deductible From Income Tax

WASHINGTON, D. C.—A new Internal Revenue department ruling issued 10 days before the April 15 income tax deadline permits teachers to deduct expenses for summer courses voluntarily taken to maintain their proficiency, or if the courses carry academic credit for increase in salary or promotion.

Previously, deduction was permitted only if the education was expressly required by the teacher's employer as necessary to maintenance of her teaching position. The new ruling is retroactive to include the calendar year, 1954, and because of limitations teachers were required to have claimed their 1954 deductions by last April 15 or obtained an extension after filing an estimate. Claims for succeeding years must be within the 3-year limitation.

### Benefits Exaggerated?

(Some unofficial observers estimated that teachers may be able to recover as much as \$100 million for the retroactive period and deduct from \$20 to \$25 million annually from now on, under the ruling. Others believed these amounts over-optimistic.)

Such a ruling but more inclusive had long been sought by the American Federation of Teachers, represented in Washington by Miss Selma Borchardt, vice-president, who immediately issued a memorandum of procedures by teachers to all AFT Local presidents.

(Her memorandum was followed by one from President Carl J. Megel, attaching also one from John Ligtenberg, AFT general counsel, warning of the April 15 deadline for reporting 1954 expenses or obtaining a time extension.)

(Ligtenberg warned that deductions for travel as distinguished from a credit course during sabbatical leave are not expressly provided, and said there may be other ambiguities and weaknesses.)

Miss Borchardt gave "great appreciation" to Secretary Marion B. Folsom for his fight to help win the ruling (Regulation TO 6291) containing also sections applying to doctors, dentists and others. Following is

the main text of the section concerning teachers, a copy of which with addenda of examples cited by the revenue department was also sent to Local presidents:

**Paragraph 1. 162-5. Expenses for education.** (a) Expenditures made by a taxpayer for his education are deductible if they are for education (including research activities) undertaken primarily for the purpose of:

"(1) Maintaining or improving skills required by the taxpayer in his employment or other trade or business, or

"(2) Meeting the express requirements of a taxpayer's employer, or the requirements of applicable law or regulations, imposed as a condition to the retention by the taxpayer of his salary, status or employment.

"Whether or not education is of the type referred to in subparagraph (1) of this paragraph shall be determined upon the basis of all the facts of each case. If it is customary for other established members of the taxpayer's trade or business to undertake such education, the taxpayer will ordinarily be considered to have undertaken this education for the purposes described in subparagraph (1) of this paragraph. Expenditures for education of the type described in subparagraph (2) of this paragraph are deductible under subparagraph (2) only to the extent that they are for the minimum education required by the taxpayer's employer, or by applicable law or regulations, as a condition to the retention of the taxpayer's salary, status, or employment. Expenditures for education other than those so required may be deductible under subparagraph (1) of this paragraph if the education meets the qualifications of subparagraph (1). A taxpayer is considered to have made expenditures for education to meet the express requirements of his employer only if the requirement is imposed primarily for a bona fide business purpose of the taxpayer's employer and not primarily for the taxpayer's benefit. Except as provided in the last sentence of paragraph (b) of this section, in the case of teachers, a written statement from an authorized official or school officer to the effect that the education was required as a condition to the retention of the taxpayer's salary, status, or employment will be accepted for the purpose of meeting the requirements of this paragraph.

"(b) Expenditures made by a taxpayer for his education are not deductible if they are for education undertaken primarily for the purpose of obtaining a new position or substantial advancement in position, or primarily for the purpose of fulfilling the general

educational aspirations or other personal purposes of the taxpayer. The fact that the education undertaken meets express requirements for the new position or substantial advancement in position will be an important factor indicating that the education is undertaken primarily for the purpose of obtaining such position or advancement, unless such education is required as a condition to the retention by the taxpayer of his present employment. In any event, if education is required of the taxpayer in order to meet the minimum requirements for qualification or establishment in his intended trade or business or specialty therein, the expense of such education is personal in nature and therefore is not deductible.

"(c) In general, a taxpayer's expenditures for travel (including travel while on sabbatical leave) as a form of education shall be considered as primarily personal in nature and therefore not deductible.

"(d) If a taxpayer travels away from home primarily to obtain education the expenses of which are deductible under this section, his expenditures for travel, meals, and lodging while away from home are deductible. However, if as an incident of such trip the taxpayer

engages in some personal activity such as sightseeing, social visiting or entertaining, or other recreation, the portion of the expenses attributable to such personal activity constitutes nondeductible personal or living expenses and is not allowable as a deduction. If the taxpayer's travel away from home is primarily personal, the taxpayer's expenditures for travel, meals, and lodging (other than meals and lodging during the time spent in participating in deductible educational pursuits) are not deductible. Whether a particular trip is primarily personal or primarily to obtain education the expenses of which are deductible under this section depends upon all the facts and circumstances of each case. An important factor to be taken into consideration in making the determination is the relative amount of time devoted to personal activity as compared with the time devoted to educational pursuits. Expenses in the nature of commuters' fares are not deductible."

### Status of Legislation

Miss Borchardt in her report from Washington, predicted that legislation providing continued aid for Federally impacted areas

will be enacted in this session of Congress.

She said it is hoped that the President will not veto the bill, but even if he does, a poll of the senate and house shows more than the necessary two-thirds vote to override.

She also forecast that the senate will probably lead the house in taking action on some form of aid for scholarships for advanced studies of several kinds, adding that the number will exceed those asked for by Mr. Eisenhower but will not be as large as Labor wants.

Aid proposals before a senate committee at the time the report was written also included help for teachers' study programs. Miss Borchardt said there is a "generally accepted justification for granting aid for scientific study and research in certain areas."

She concluded that with the exception of the impacted area aid bill, "no special school construction bill will pass this Congress."



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